



The City of Greensboro is seeking a Chief of Police to lead a dynamic and diverse CALEA accredited Police Department. The position is open because of the retirement of the prior chief. The mission of the department is focused on forging effective community partnerships as the primary means of fighting crime and improving overall quality of life. This is an outstanding opportunity for a law enforcement professional with a proven track record in effective change management and innovative strategic leadership. Greensboro's ultimate goal is that the Chief and the Department maintain and enhance its role as a national leader in exceptional policing by members of the department, the community, and other law enforcement agencies.

#### **The Community:**

Greensboro, the third largest city in N.C., is located in Guilford County, and with a diverse population of nearly 280,000 and 132 square miles, is the largest city within the Piedmont Triad region, followed by Winston-Salem and High Point. With its temperate climate and close proximity to both the mountains of North Carolina and Atlantic Ocean beaches, Greensboro provides residents the best of both worlds. Once known as the "Gate City" for the large number of trains that passed through downtown, the city maintains its history as a transportation hub with its easy access to major interstates and highways.

Twelve colleges and universities in Greensboro and the Piedmont Triad provide Greensboro businesses thousands of well-trained and highly-educated people each year, adding to the city's existing workforce. The bulk of the current workforce is divided between services, manufacturing, government, and retail trade. While there have been some business closings in the area during the past several years, Greensboro continues to have a changing and vibrant economy. Additional information about the City is available at [www.greensboro-nc.gov](http://www.greensboro-nc.gov).

#### **Police Department and Position Overview:**

The City of Greensboro operates under a Council/Manager form of government. The City has approximately 3000 employees working across 20 departments. The new Police Chief will report to one of four Assistant City Managers. The individual selected for this key role will lead a Department of approximately 673 sworn and 112 non-sworn employees with an annual budget of \$68.6M. Employees are divided among six areas: Office of the Chief of Police (which includes the Public Information Officer), Investigative Bureau, Management Bureau, Patrol Bureau, and Support Bureau. The department's 785 authorized personnel are assigned within 16 separate divisions. Technology is important and evolving. Use of body cameras was implemented in 2013. The department has active hazardous devices,

underwater recovery, negotiations and SWAT teams, tactical narcotics teams, a canine unit, an in-house Police Basic Introductory Course and a nationally-recognized Crime Stoppers Program. During the Fiscal Year July 1, 2013 - June 30, 2014, the Greensboro Police Department responded to more than 304,619 calls for service, including 54,117 vehicle stops and served 12,966 legal papers. In addition, the Chief of Police oversees many special programs with the goal of improving community relations and providing public safety education. To meet these goals, the new Chief will be tasked with fully implementing an adopted strategic plan that includes a data driven, neighborhood oriented policing strategy. A detailed description of the police department can be found [online](#). Additional information is at [www.gsopd.org](http://www.gsopd.org).

**The Successful Candidate is:**

- an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities;
- skilled in developing trust among community members and creating opportunities for collaborative problem solving and partnerships;
- able to demonstrate personal responsibility and leadership initiative that led to crime reduction and strong community relationships in current or past positions;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale and retention;
- a leader who “Walks the talk” on neighborhood oriented policing strategies and initiatives both with staff and the community;
- experienced working in council-manager form of government and has expert skills in navigating the complexities of varying roles (e.g. need for building relationships, educating Council, clear communication, reestablishing trust);
- one who embraces a community of diversity and who proactively brings members with conflicting values and cultures together using innovative solutions;
- experienced across functional areas such as accreditation, patrol, support investigations, SWAT, K-9, or other specialized units;
- knowledgeable regarding the use of technology to predict and prevent crime, geographic service areas, problem oriented and neighborhood oriented policing;
- consistently updating personal knowledge regarding public policy, public perception and law enforcement trends (e.g. body cameras);
- skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints;
- engaged, accessible and visible within and across departments and in the community;
- appreciative of the significance of diversity within all aspects of the department and community and has developed innovative solutions to attracting, retaining and promoting diversity;
- an outstanding communicator verbally and in writing and possesses well-developed interpersonal skills and abilities;
- goal oriented, possessing high standards of self and others, thriving in a culture of high performance expectations and personal accountability.

**Qualifications:** The City seeks a law enforcement leader with a minimum of 20 years progressive law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at rank of Captain or higher; a BA/BS degree (Master's degree highly preferred) along with executive law enforcement training (e.g. FBI National Academy, Administrative Officers Management Program, LEEP, etc.). ***Must have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than one year break in full-time sworn service at time of appointment.*** Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification.

There is a residency requirement to live within thirty miles of the city limits of Greensboro or move within these boundaries within 12 months of appointment to the position. Hiring range is \$124,956-\$154,440 plus Executive Compensation Supplement (beginning salary will be commensurate with experience). The salary range maximum is \$175,500. The City offers a highly competitive benefits package. Additional information about the benefits package is available [online](#).

***To apply for this position***, please go to [www.developmentalassociates.com](http://www.developmentalassociates.com), click "Client Openings" (or paste <https://www.developmentalassociates.com/client-openings/client-positions/> into your browser) and then the **Chief of Police - Greensboro** link. *All applications must be fully completed and submitted via the online portal.* Resume review will begin December 1 and the position will close December 14, 2014. An assessment center will be held January 22-23, 2015 in Greensboro for selected semi-finalists. *All inquiries* should be emailed to [greensborohiring@developmentalassociates.com](mailto:greensborohiring@developmentalassociates.com). Additional information about the City is available at [www.greensboro-nc.gov](http://www.greensboro-nc.gov). EEO/AA Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.